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ABSTRACT

Community, organizational, and interpersonal conflict must be considered by those concerned with being active and effective participants in the process of planning for change in their communities. Each of these three kinds of conflict is given a section in this selected bibliography. In each section entries are listed under two headings: "conditions" and "processes." Conditions are defined as those things leading up to, but not including, the conflict itself. Examples of conditions include the composition and demographic factors for community conflict, structure for organizational conflict, and personality and needs for interpersonal conflict. Processes have to do with the conflict itself and include such things as strategies and tactics, both intended and inadvertent. Examples of processes are community organizing, bargaining, problem solving, fighting, and attitude polarizing. (Author/DN)

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CONFLICT: The Conditions and Processes in Community, Organizations and Interpersonal Relationships

Charles K. Bolton and Mark E. Lindberg, Research Associates
Institute for Research and Training in Higher Education
University of Cincinnati

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Mrs. Mary Vance, Editor
Post Office Box 229
Monticello, Illinois 61856

CONFLICT: THE CONDITIONS AND PROCESS IN COMMUNITY, ORGANIZATIONS AND INTERPERSONAL RELATIONSHIPS

Charles K. Bolton, Ph.D.
and
Mark E. Lindberg, M.A.

Research Associates, Institute for Research and Training in Higher Education, University of Cincinnati

This is a working bibliography that was compiled in the course of the activities of the University of Cincinnati's CHART (Community Human and Resources Training) Program. CHART is a program of the University's Graduate Department of Community Planning, an academic and research unit, and the University's Office of Community Relations, an administrative and community-service unit. This interdisciplinary program is designed to train both inner-city and suburban residents of the Cincinnati Metropolitan Area to be active and effective participants in the process of planning for change in their communities. The CHART program also serves as a vehicle through which graduate planning students broaden their education and develop application skills by working with community-based change agents.

The CHART Program has three training components: (1) Community (See CPL Exchange Bibliography #125); (2) Metropolitan; and (3) Advanced. This bibliography was developed for the Metropolitan and Advanced training components. Participants in this training have completed Community training and are concerned with acquiring more in-depth knowledge and information as well as more sophisticated design and application skills.

Community, organizational and interpersonal conflict are inevitable issues to be considered by those concerned with being active and effective

participants in the process of planning for change in their communities. Recognizing this, members of CHART (local citizens, graduate students and training staff) have developed training designs to (1) increase one's knowledge and understanding of the conditions and processes of conflict and (2) develop individual skills in dealing more creatively and effectively with the management of conflict. This bibliography represents the knowledge and informational base for the CHART conflict training.

The bibliography is divided into three parts: (1) Community; (2) Organizational; (3) Interpersonal. In each part entries are listed under conditions and processes. It is important to note that some entries have multiple listing since the book or periodical deals simultaneously with processes and conditions, or, for example, interpersonal and community.

Conditions are those things leading up to, but not including, the conflict itself. Examples of conditions include composition and demographic factors for community conflict, structure for organizational conflict, and personality and needs for interpersonal conflict.

Processes have to do with the conflict itself and include things such as strategies and tactics, both advertent and inadvertent. Examples are community organizing, bargaining, problem solving, fighting (physically or verbally), and polarizing attitudes between opponents. It is important to note that a cyclical process often occurs in situations of conflict. That is to say, the process of one conflict could be the conditions for another.

This bibliography is neither exhaustive nor comprehensive. The prime intent has been to provide community-based change agents and graduate planning students with a listing that provides essential information and knowledge for becoming effective community change agents.

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